

As of October 1, 1966, the Commission received a total of \$3,745,000 in Federal funds to operate a total of 27 Title II programs for the 12 months through September, 1967. Administration costs run 6 percent of the total. The largest amount, about 50 per cent of the total, goes to twelve programs for neighborhood services and organization. About 26 per cent goes to five education programs, and some 10 percent to five health programs. The balance, about 8 per cent, goes to four other programs, including Foster Grandparents, Legal Services, Talbert House (for paroled prisoners), and Small Business Development.

All programs except administration are delegated to other agencies, so 94 percent of the Federal funds go to programs that fall into the delegated category

Structure of the CAA

The Board of Trustees of the Community Action Commission of Greater Cincinnati is its governing body, with an executive committee that provides more immediate direction. There are 40 board members. The founding groups noted in an earlier section are each represented by a single trustee, two represent Clermont County, and six others represent the three counties in Northern Kentucky. (The counties other than Hamilton also have local Community Action Councils but these are subordinated to the overall Board.)

The poor of the area have fourteen places on the Board (25%). At present, eight of these are chosen by the Metropolitan Community Action Board, an advisory body that is composed entirely of representatives of the poor. Three members at large were originally chosen as representatives of the poor and have been accepted by the MCAB. These seats will eventually be filled by election. In addition, two of the Kentucky representatives and one from Clermont County will be elected by the poor.

The balance of the trustees are members at large drawn from community and professional leaders and interested groups.

The policies voted by the Board are carried out by the Commission's Executive Director and his staff. There is an Assistant Director for programs in Clermont and Northern Kentucky and Deputy Directors for programs and neighborhood services. Altogether, the administrative staff includes nine full-time persons, including executives, and six part-time.

The chief voice of the poor, other than representatives on the Board, is the Metropolitan Community Action Board, elected by the ten local Neighborhood Councils in target areas. The trustees have given the MCAB responsibility for reviewing and making recommendations on any project involving the expenditure of funds. The Neighborhood Councils, informal bodies in which membership is open to people who live and work in the local area, screen and review local projects. Representatives of the poor are reported to take an active role in policy discussions and decision making at all levels.

The poor are also represented to varying degrees on the boards of almost all the private delegate agencies. All of the board members of the Lincoln Heights Neighborhood Services program, for example, are drawn from the area, as are almost all of those on the Steele neighborhood project board. In other cases, e.g., Legal Services, the proportion is generally about one-third. In a few agencies, the poor have their own advisory committee.

The Mayor, the Director of County Welfare, three city councilmen, and the President of the Cincinnati Board of Education all sit on the Board of Trustees. Nevertheless, as noted elsewhere, relations with the city government have not been close. The Director of Welfare and one of the Councilmen, who is a Trustee, have been persistent critics of the CAC operation.

Use of nonprofessionals

There are nonprofessionals working in all but three of the CAC programs. As the programs are set up, there are places for about 630 full-time and 365 part-time staff members. Of these, about 370, or 59 percent, of the full-time jobs, and about 250, or 70 percent, of the part-time places, are described as nonprofessional. A CAC survey of the income earned by staff members the year before they came to work for CAC showed that 39 percent of those answering had made less than \$3,000. A number of staff members did not reply to this question, however, and not all the nonprofessional posts were filled at the time the survey was made.

The training of nonprofessional staff workers varies from program to program. Employment Specialists are trained by the Commission itself in a four week course at CAC headquarters. Each of the Neighborhood Service Centers trains its own nonprofessionals with in-service courses for varying lengths of